



Project | SEARCH

Project SEARCH at Cincinnati Children's Hospital Medical Center



Philosophy

- People with disabilities have the right to choose a path toward education and employment . However, while freedom of choice is given, the right to work is earned. Earning the right to work is dependent upon the student's preparation.

Simon, Stephen, ADA Quarterly, Fall 1998.

Nontraditional Jobs

Not the “Easiest Jobs”

But

“Complex and Systematic”

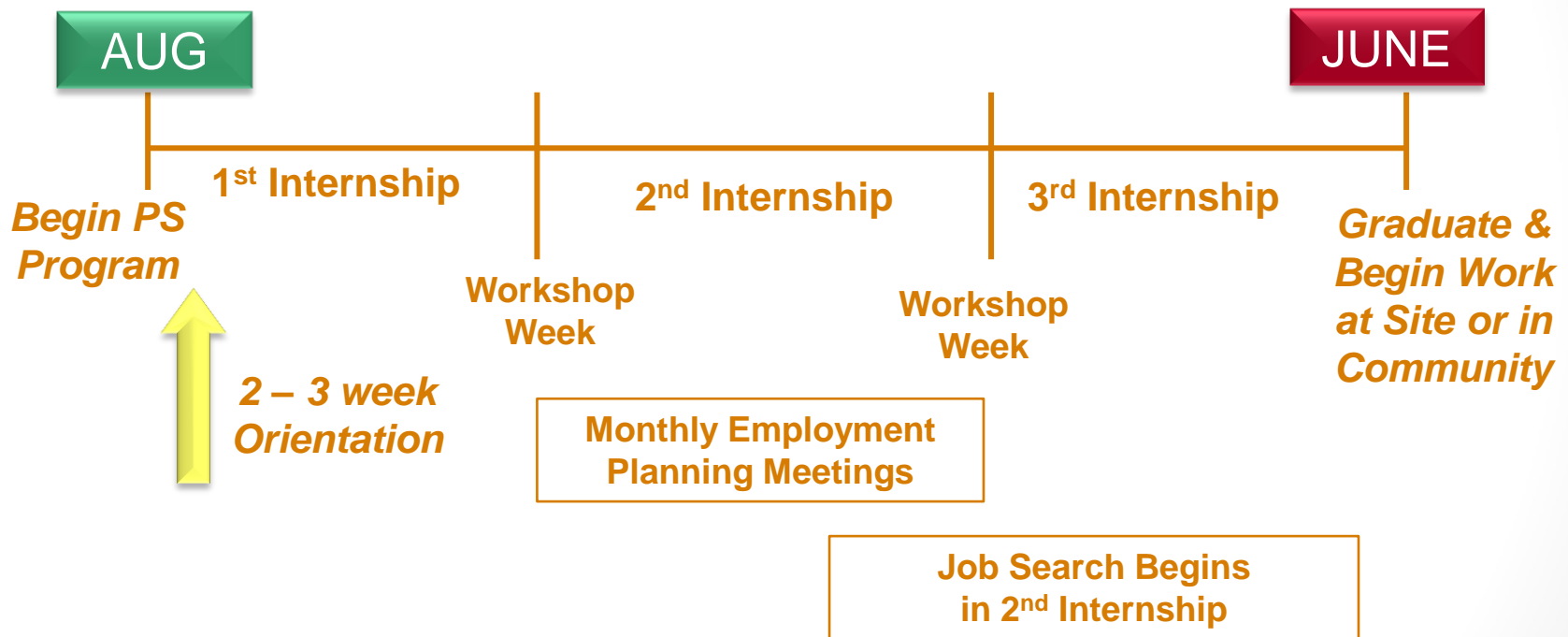
Program Description

- One year program
- 10 - 12 students with a variety of disabilities
- Certified instructors and job coaches
- Last year of HS eligibility
- Rotations through internships with continual feedback
- Outcome of employment

Eligibility Guidelines

- 18 – 21 years old
- Appropriate hygiene, social and communication skills
- Ability to take direction and change behavior
- Access public transportation
- Pass drug screen, background check, immunizations
- Desire to Work!

Annual School Schedule



School Day



- 8:00
Employability Skills
- 9:00 Worksites
- 11:30 Lunch
- 12:15 Worksites
- 2:00 Review,
Plan Journaling
- 2:30 Depart

Internships



- Marketable Skills
- 4 – 5 hours of day, 910 per year
- Work/ Social Skills
- Integrated
- Cascading skills
- For the benefit of the student, not the benefit of the host employer

Internship to Job



- 1st Rotation: VP Office at University Program – focus on phone skills
- 2nd Rotation: Consumer Lending – focus on computer skills
- 3rd Rotation: Receptionist in Lobby
- Hired as receptionist

Pediatric Dental Clinic







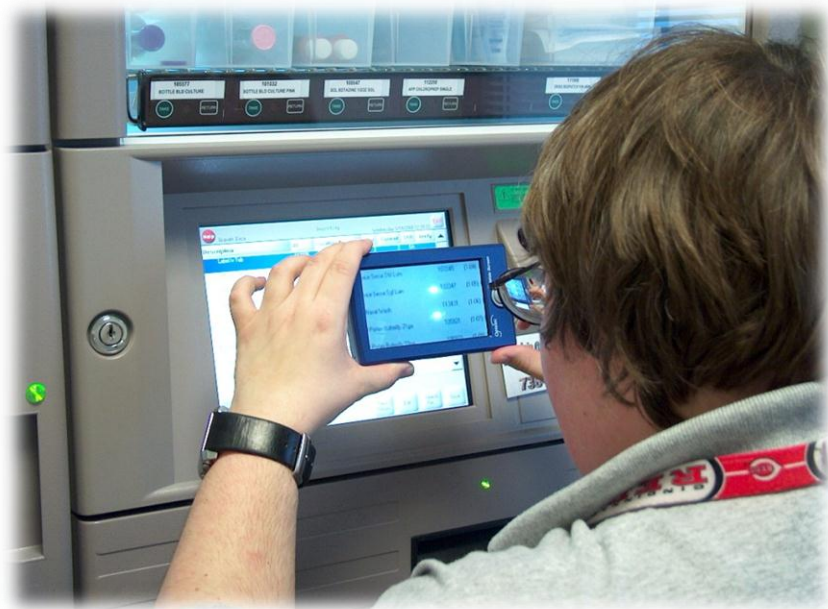


ES Technicians II



Work Aid Book





Emergency Department Technician



Diaper Drawer Dividers



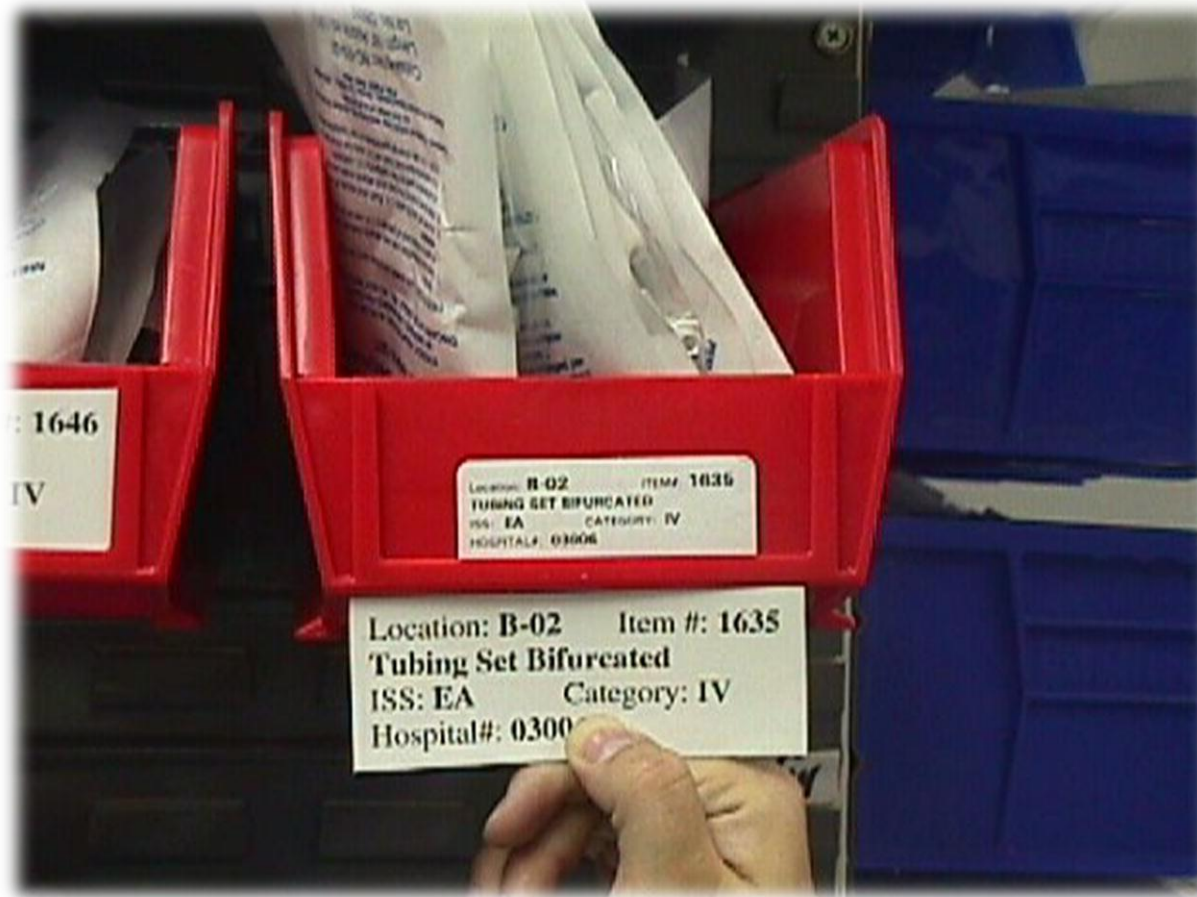
Pictures Instead of Words



Kristy: Independence



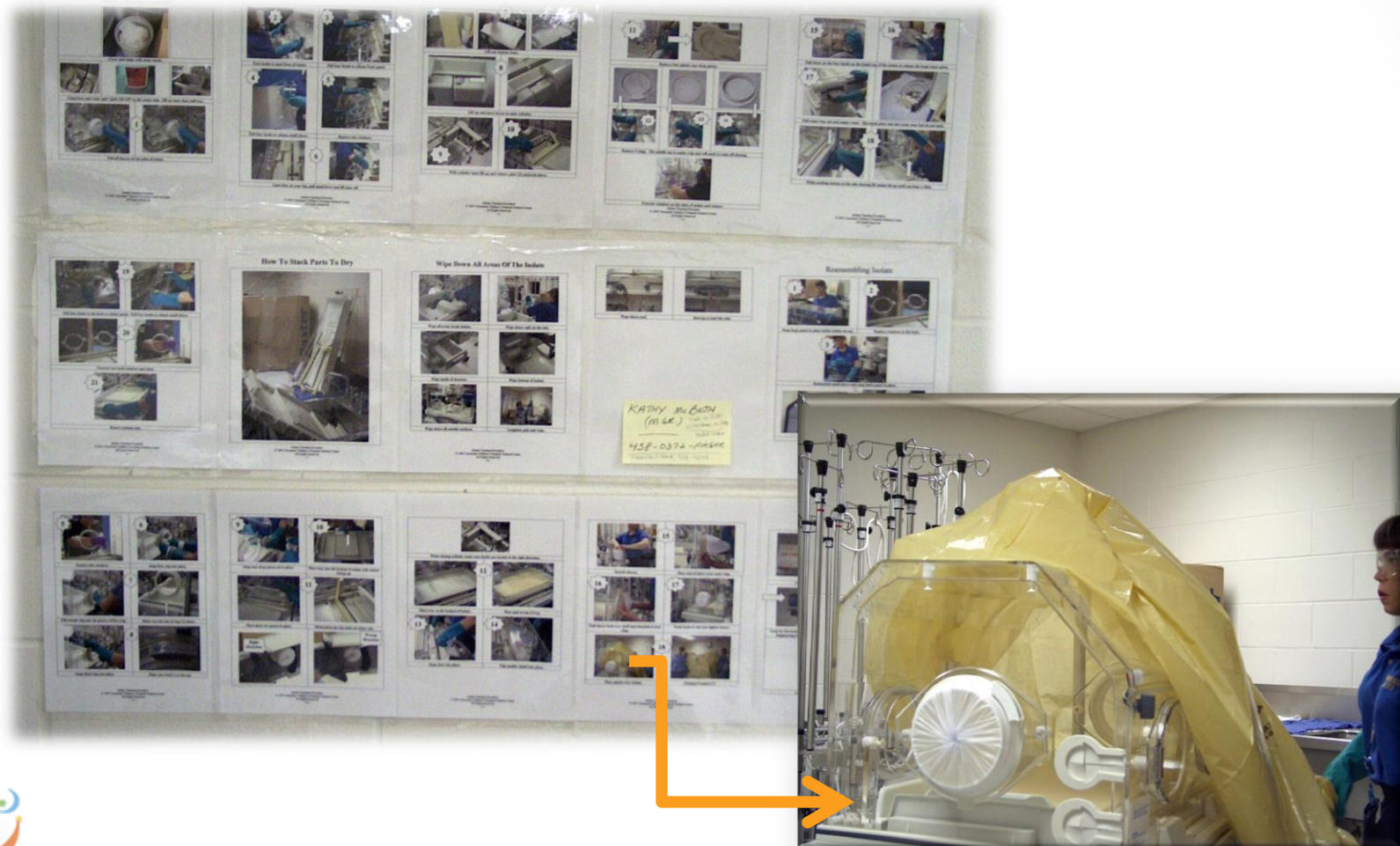
Enlarging Print



Specialty Equipment (Isolettes)



A Work Aid Book On The Wall





Oxymetry Probes

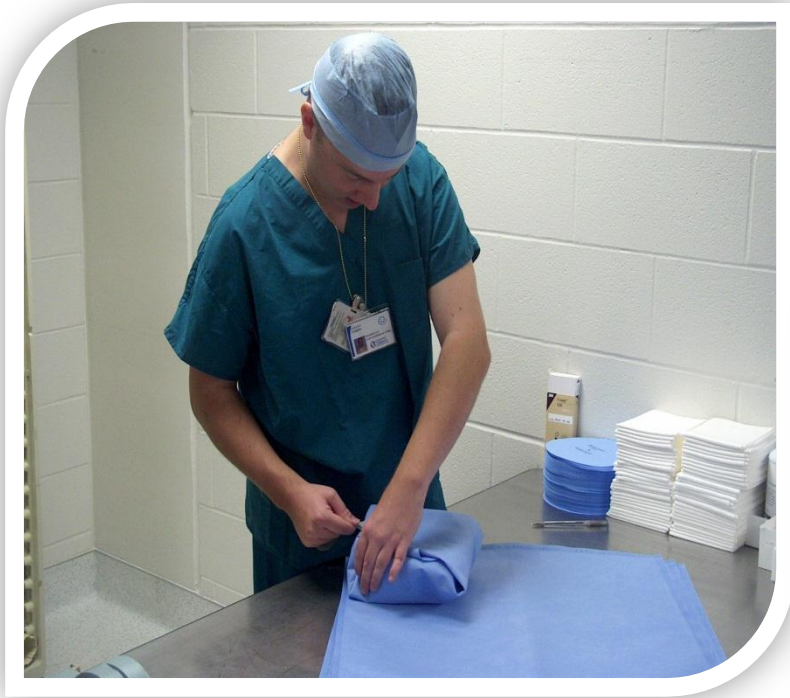


- Given to each patient
- Cost \$18 new, \$6 recycles

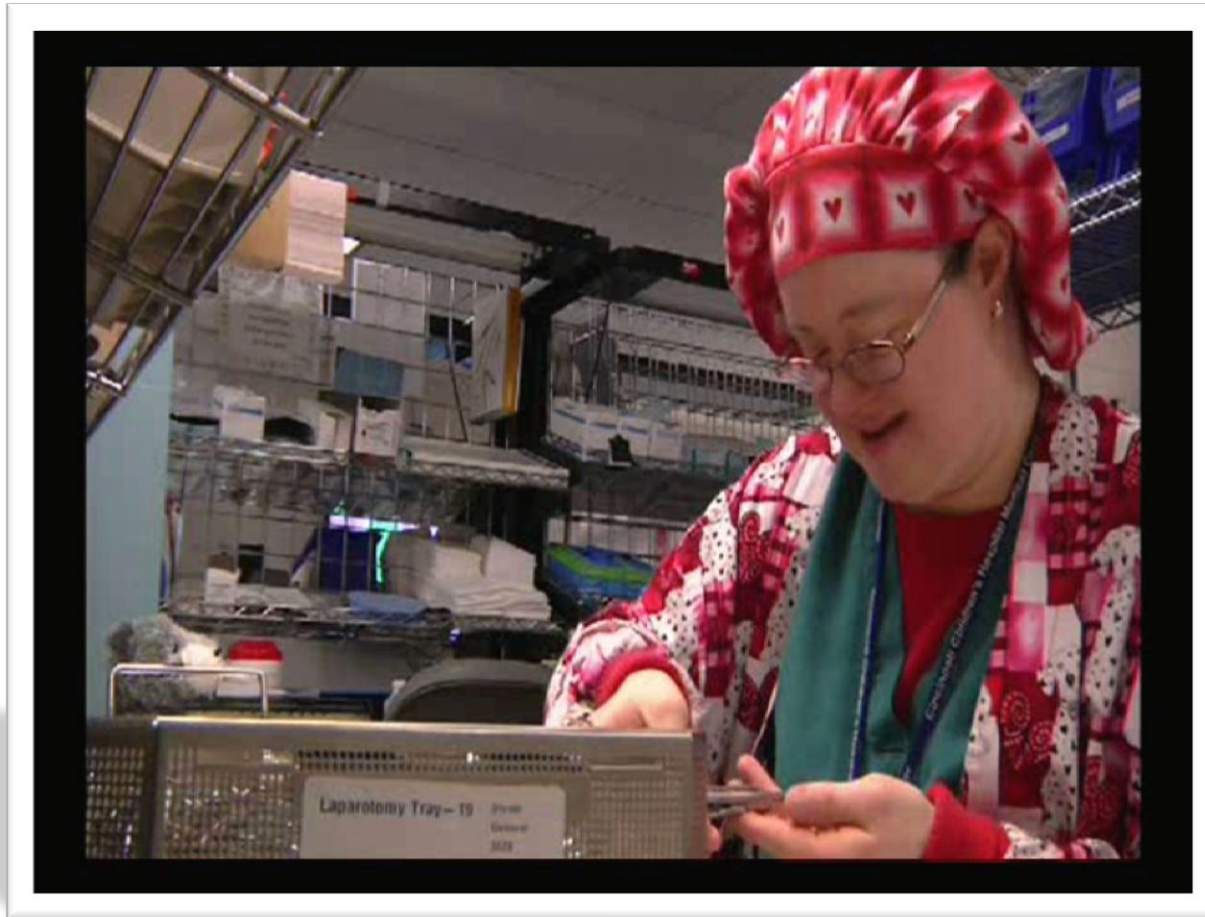




Clinical Sterilization



Jill: Focus and Partnership



PACU



Patient Transport



Lab Assistant



Service Center Technician



Tammy Rowan's Service Center Cleaning Rotation

<u>Wk #</u>	<u>Date</u>	<u>Location</u>	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>
Week 1	Sept. 16	A6	A- B- C	D- H- I	E- F- G	J- K- L	M- N- O
Week 2	Sept 23	B6	A- B	C- D	E- F	G	Misc.
Week 3	Sept 30	B4	A- B- C	D- E	F- G	H- I	J- K
Week 4	Oct. 7	E. R.	A- B- C	D- E	F- G	H- Misc.	Misc.
Week 5	Oct. 14	A5	A- B- C	D- E- F	G- H- I	J- K- L	M N O P
Week 6	Oct. 21	A3	A- B	B- C	C- D	D- E	E- F

Tammy's Service Center Rotation

Week 1	Dec. 9	Week 1	Jan. 20	Week 1	Mar. 3	Week 1	Apr. 14
Week 2	Dec. 16	Week 2	Jan. 27	Week 2	Mar. 10	Week 2	Apr. 21
Week 3	Dec. 23	Week 3	Feb. 3	Week 3	Mar. 17	Week 3	Apr. 28
Week 4	Dec. 30	Week 4	Feb. 10	Week 4	Mar. 24	Week 4	May 5
Week 5	Jan. 6 2003	Week 5	Feb. 17	Week 5	Mar. 31	Week 5	May 12
Week 6	Jan. 13	Week 6	Feb. 24	Week 6	Apr. 7	Week 6	May 19

March

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
A6	1 M-N-O	2 J-K-L	3 E-F-G	4 D-H-I	5 A-B-C	6
7 B6	8 F-G	9 D-E	10 B-C	11 A-misc	12 MISC	13
14 B4	15 A-B-C	16 D-E	17 F-G	18 H-I	19 J-K	20
21 E.R.	22 A-B	23 C-D	24 E-F-G	25 G-misc	26 MISC	27
28 A5	29 A-B-C	30 D-E-F	31 G-H-I	1 J-K-L	2 MNOP	3

B4 Service Center

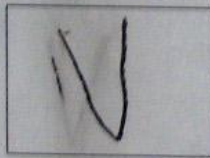
A	B
C	D
E	F
G	H
I	J
K	

See Darlene or Jennifer when finished.

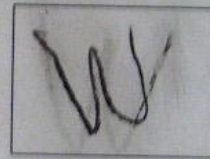
ES Technician I



CLEAN



V=Vaccumed



W=Wiped



Pathology Tech



Fifth Third Bank – 300 files a
day, 98% accuracy.



Health and Beauty Aids



Wegman's Seafood Department



Fifth Third Bank Mortgage Department



Cafeteria



© CCHMC 1/3/06



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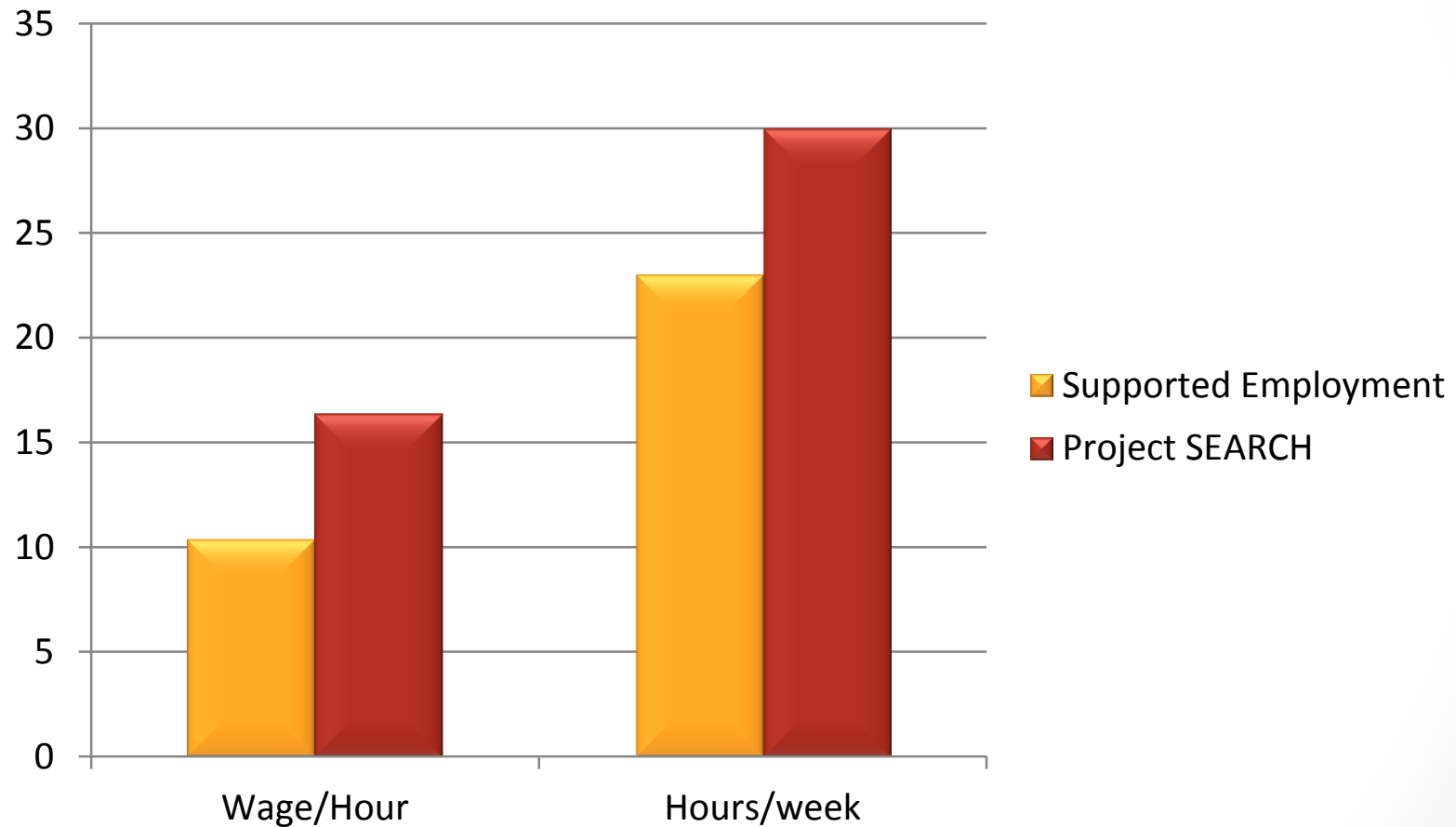
Progress to Date

- International web-based data base
- Condition of license
- Independent model fidelity audits
- 209 sites in existence
- 30 in process
- 39 states
- England, Scotland, Australia and Canada
- Wide mix of rural and urban
- Huge districts and very small (collaboration)

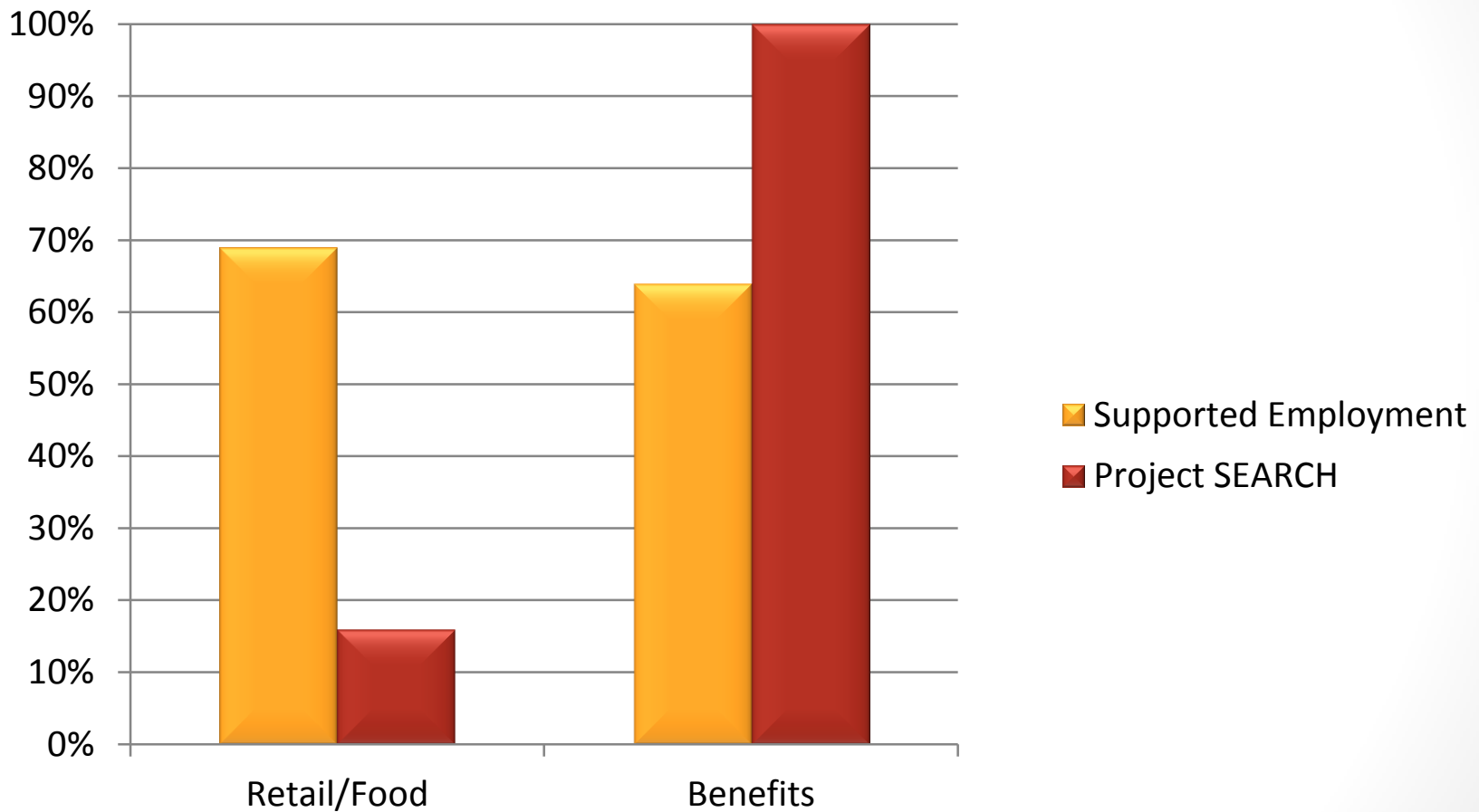
Types of Businesses Partnering with Project SEARCH

- Local, State and Federal Government
- Water and Power
- Lottery
- Banking and Insurance
- Universities
- Park Districts and Zoos
- Manufacturing: Shaw Flooring, Medtronic, Cargill
- Retirement Communities
- Retail : Glaxo Smith Kline, Wegman's, etc.
- Distribution Centers
- Law Enforcement and Courthouses
- Chesapeake Oil
- Casinos

2010 Employment Outcomes



2010 Employment Outcomes



If you want a Project SEARCH program.....

- Licensing Agreement
- Technical Assistance
- Collaboration (Partners)
- Year of planning in 2012-2013 with implementation in 2013-2014
- Teacher / Job Coach Training

Model Fidelity

- The outcome of the program is integrated employment for each participant.
- Collaboration: Project SEARCH is a partnership with support and resources from Education, Vocational Rehabilitation, Long-term support agency, and a Community Rehabilitation Provider.
- Program is business led.
 - Business Liaison
 - Classroom
 - Internships
- Program is business led.

Model Fidelity

- Program focus is on serving young adults with a variety of developmental disabilities
- Braided funding is in place between the non-business partners
- Funding is a reallocation of existing resources and sustainable
- Students are on-site all day every day
 - Internships 20 – 25 hours per week teach competitive skills
 - Classroom time 1 – 1.5 hours per day
 - Curriculum customized to business
 - Regular “Employment Planning Meetings” 2x each internship

Model Fidelity

- Partners will agree on the definition of employment and data will be collected
- Insure that program activities are tied to federal IDEA (2004) Indicators
- Project SEARCH graduates receive Follow Along services to retain employment -customized to business and need
- Each site has a licensing agreement signed with Project SEARCH Cincinnati
- Staff provided information & training on elements critical to the success of a Project SEARCH program
- A student recruitment plan, application and selection process with timelines is in place.

Student Recruitment and Selection

- Age 26 issues
- Define (with partners) what kinds of students are appropriate
 - Eligibility Criteria
 - Rubric
- Decide on size of cohort group
- Marketing Tools and Plan
 - Who - audiences
 - When – timeline of activities
 - What kinds of tools
- Student Application and Selection Process

Eligibility Rubric

Commitment to Community Employment	Student is unsure of interest in community employment	Student is unsure of interest in community employment but parent is supportive and encouraging	Student demonstrates commitment to work but has significant restrictions such as inappropriate work goal, location, type of work, etc.	One member of the team, student or family member may be non-committal to the goal of community employment	Student and family are committed, appropriate and will be flexible to meet the work goal
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Recruitment of Business

- When
- What type of business
- Where
- How

Funding

- **School** – provides full time teacher, students, supervision
- **VR and Commission for the Blind** – authorizes job coaching and job development for eligible students
- **Community Rehabilitation Partner** – provides job coaches and job development services
- **Business** –
 - Liaison
 - Classroom
 - Internships
- **CMH** provides long term follow along for eligible students

Resource Guide

- Documents and resources for the team:
 - Planning and Implementation
 - Curriculum
 - Student Recruitment
 - Internships
 - Partner Roles and Responsibilities
 - Pie Charts
 - Job Descriptions
 - Training Resources
 - Marketing Resources
 - Forms

Follow Along

- Goal of the program
- Important for funder sustainability
- Important to business
- Bring DD agency on board from beginning



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